



*Scientific and Technical . . .
Summer Interns*

The CENTRAL INTELLIGENCE AGENCY

has a SUMMER INTERN PROGRAM for qualified students interested in a career with this important Government agency in certain SCIENTIFIC and TECHNICAL fields.

POSITIONS in Washington, D. C., for Sophomores, Juniors, and Seniors going on to Graduate School studying in the fields of Mathematics, Photographic Sciences, Photogrammetry, Optics, Computer Programming, Physics, Civil and Electrical Engineering.

CHALLENGING ASSIGNMENTS:

Your work periods will involve you in practical and responsible tasks directly related to your field of study.

PROFESSIONAL DEVELOPMENT:

You will be given increasingly important assignments as you advance in school and gain experience on the job. Your salary will be increased commensurate with this development. You will have the opportunity for contact with professional people in your field. The work is classified and stands on the frontier of modern science and technological development.

EMPLOYMENT:

Students accepted in the program must meet the Agency's established selection standards. They are given regular employee status and enjoy all the benefits associated with Federal employment.

COMMUNICATE

with your Placement Office:

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Monthly Salary

| | |
|------|---------------------------------------|
| GS-3 | \$356.00 |
| GS-4 | 398.00 |
| GS-5 | 444.00 |
| GS-6 | 490.00 |
| GS-7 | 537.00 (if student has a B.A. degree) |
| -8 | (?) 585.00 |
| -9 | 600+ |

for Post-Ba's +
-ma's

9 November 1966

STAT

Summer Intern Program

1973

CRITIQUES

10 AUG 1973

MEMORANDUM FOR: Deputy Director for Intelligence
Director of Personnel

SUBJECT : Critiques of the Summer Intern Program

1. Attached are the critiques completed by the 24 members of the 1973 Summer Intern Program in Area Studies. In general, the critiques show a decided improvement over last year's program, but also show that there is still room for improvement. This can be seen in their evaluations of four areas this year as compared to last:

| | <u>Favorable</u> | | <u>Unfavorable</u> | | <u>Mixed</u> | | <u>No Comment</u> | |
|---------------------|------------------|-----------|--------------------|-----------|--------------|-----------|-------------------|-----------|
| | <u>72</u> | <u>73</u> | <u>72</u> | <u>73</u> | <u>72</u> | <u>73</u> | <u>72</u> | <u>73</u> |
| Processing | 58 | 79 | 33 | 0 | 9 | 13 | 0 | 8 |
| Assignment | 75 | 100 | 0 | 0 | 25 | 0 | 0 | 0 |
| Briefings | 25 | 79 | 0 | 0 | 75 | 13 | 0 | 8 |
| Attitude toward CIA | 91 | 88 | 9 | 0 | 0 | 4 | 0 | 8 |

2. The general reactions of the interns may be gathered from the following typical comments:

a. "The Agency's Summer Intern Program is without equal."

b. "The Summer Intern Program was one of the best organized and best coordinated programs I have known."

c. "I have appreciated the opportunity to work in a first-rate organization with first-rate people."

d. "My second summer as an intern was even more valuable than last year."

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e. "The program has given me a better and more favorable view towards the Agency's mission."

f. "If the other summer interns profited as much as I from this summer, then we shall make good public relations personnel when we return to our respective schools."

From these comments, it is evident that the interns consider the program to be a valuable experience for them.

3. One area where some, but not enough, improvement was made was in recruiting and processing. We started two months earlier than in previous years and moved the deadline for the receipt of applications from 15 February to 15 January in the hope of notifying everyone in early May that they were cleared. We had three students who were not cleared until 15 June, whereas last year three were not cleared until the second week of July. The problem is not with the Office of Security which exerted itself to render expedite clearances. The problem is endemic to the Agency, and that is to get the decision-makers to make up their minds. Next year, I will have to be even more aggressive in forcing decisions by 15 February so that we can notify candidates that they are cleared no later than 15 April.

4. Although returnees from last year thought that great improvements had been made in processing the applicants, much still needs to be done. Hopefully, we will be trying the new four-page application, which should speed up the processing. But we need to tighten up the scheduling since some of the interns had only two hours of appointments on one of the three days they were here for their pre-employment processing. Some were not scheduled for interviews and briefings with their employing office. In some cases we did not communicate frequently enough with the applicants. I will work with Correspondence Branch to have them handle the correspondence, all of which I have been doing. One intern complained of pay inequities but this proved to be an unfounded rumor. We will have to advise interns earlier about making Credit Union loans until they get their first check. Because of a complete changeover of personnel, payment for travel was unnecessarily delayed. Hopefully, this will not be a problem next summer. A couple of students made a plea that the Agency

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provide them with housing (at the intern's expense). One suggested that they receive a list of initials and acronyms. I will provide this, along with an organization chart, as a part of the materials they receive when they enter on duty. In spite of the improvements which must be made next year, the students this year were far more satisfied with the way the processing was handled. This can best be summed up by one student who said "everyone was efficient, courteous and helpful."

5. The one hundred percent favorable response to their job assignments and how they were treated in their offices attests to some very good supervision. Most of the students went out of their way to praise their supervisors. Typical comments were:

- a. "It would be difficult to find a work assignment that better meshed with my own likes and skills."
- b. "Fantastic, a most productive experience."
- c. "I experienced a real growth process by being given responsible assignments."

One suggestion was that the interns rotate through several offices during the summer. I disagree with this suggestion, believing that the student profits most by getting thoroughly involved in a particular job. I think it would destroy the concept of the program to have students wandering from office to office without having the responsibility to produce some useful work.

6. The area of greatest improvement (from 25% favorable response in 1972 to 79% in 1973) was in the area of briefings and orientation. Based on last year's critiques, we broadened our coverage of the Agency by having more speakers. At the same time we had a fewer number each day and spread them out over a longer period. Having Mr. Colby as our keynote speaker set the stage for attracting more of our senior officials to also speak to the students. The students and I thoroughly appreciate these busy men taking time from crowded schedules to brief them. The one area where we really fell down was not

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having a briefing on the DDO. This was unfortunate but unavoidable since Mr. Colby had agreed to spend half an hour on the DDO during his two-hour briefing. Just before he started talking he was asked to come to Capitol Hill and could spend only forty minutes with the interns. There was no other time available in the schedule to have a separate briefing on the DDO. But we will have one next year!

7. Students also suggested briefings on OER and FBIS, which I will build into next year's schedule. Students were disappointed that they did not get to walk through the NPIC building, as we had done last year. I found out that their briefing was to be strictly lectures just before the briefings - too late to change the format. I will have this changed next year. A walk through the CIA Operations Center was also suggested. This is a good idea and I will arrange this. Many students want more information and tours of CRS. I think this can be arranged and will be helpful. I don't believe we can have the CRS briefing any earlier, as several suggested. We moved it up to the second briefing day this year. One student suggested a briefing by DIA or INR. I want to think about that suggestion. There were pros and cons about the cocktail party. I think it should be continued but we should also think of informal lunches where the interns can talk with young analysts. Several students suggested that lists of the interns be provided them so they could get to know each other sooner and better. This I will do.

8. The attitude toward the Agency remained about as favorable as last year's. No student had an unfavorable attitude, but one had mixed feelings and two made no comment. One student, however, has decided he does not want to become a staff employee. This is all right because he was not a strong performer in either OCI or FBIS. One student is in the process of converting to staff employment. Three students will not return; two of them expect to go into teaching careers and one wants to work outside government for two or three years in Europe and then hopes for an Agency career. Of the seven students who will graduate next June, all wish to be considered for staff employment. Thirteen expect to be in school in the Fall of 1974 and all wish to return for next summer's intern program.

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9. Having held two jobs this summer, I could not sit in on all the briefings. In talking with returnees, I received the impression that the students did not raise as many questions for discussion as did last year's class. This may be the result of increasing the size of the class from 14 to 24 students. It may also be the result of a different balance since we had far more students working in OBGI and FBIS. These students may not be quite as loquacious as those from such offices as OCI. I will watch the balance among the offices when I secure requirements for next summer.

10. One issue I would like raised with the Director. For reasons unknown to me, Mr. Helms precluded the use of interns with African or Latin American area studies majors. Several offices have asked for such students. I agree with them and request that Mr. Colby be asked to broaden the program. This should be done as soon as possible because I will be asking the offices for their requirements next week.

11. In summary, I believe we met our primary objectives of providing a good program to develop a favorable Agency image for the students, as well as developing several potential staff employees. While we still need to make improvements, this year's program was better in every respect. STAT

Coordinator for
Cooperative Programs

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